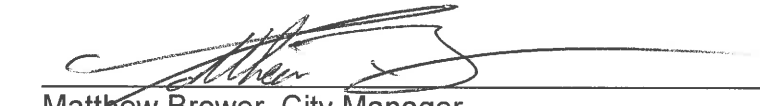


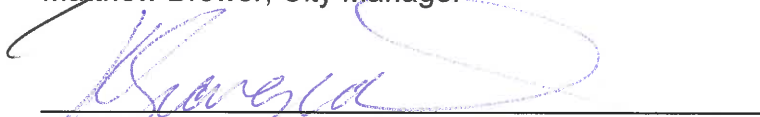
**Limited Agreement During Negotiations for a Successor MOU Between the
City of Lincoln and the Lincoln Professional Firefighters Association
(Association)**

Effective October 1, 2016, all eligible employees shall receive a 5% merit increase notwithstanding the language in the current memorandum of understanding ("MOU") under Section 5.3 (b), which provides, in pertinent part that "No employee will receive more than two (2) step increase during the life of the MOU." The Association agrees to suspend the 2.1 overtime rate provided for upon the expiration of the MOU and instead receive 1.5 overtime rate during negotiations for a successor MOU. If the Association rescinds this agreement, the City will then revoke prospectively any merit increases provided to eligible employees while the 2.1 overtime rate applies.

The parties intend for this agreement to be limited to the period of time necessary to negotiate a successor MOU, exclusive of any merit increase received by affected employees. Upon agreement of a successor MOU, this limited term agreement will cease to have any effect or bind the parties relative to overtime calculations.


Matthew Brower, City Manager

Date: 11/22/16


Kristianne Seargeant, Chief Negotiator, KMTG

Date: 11/22/16


Scott McKinney, LPFA Representative

Date: 11-22-16


Dawud Brewer, Labor Representative, Mastagni Holstedt

Date: 11-22-16

Side Letter

City of Lincoln

Lincoln Professional Firefighters Association

The following agreed upon article shall replace article V, Section 5.7 Retirement Contribution in the current Side Letter of the current Memorandum of Understanding between the City of Lincoln and the Lincoln Professional Firefighters Association.

Article V, Section 5.7 Retirement Contribution

Effective the first day of the payroll period after the effective date of the amendment to contract with PERS, Public Safety Employees shall begin paying an additional three percent (3%) above the normal member contribution rate. This payment shall be done on a pretax basis in accordance with IRS Code 414 H (2).


Lincoln Firefighters Association represents Sworn Employees. The retirement formula for Sworn Employees is stated below.

Sworn

1. Tier 1 has a formula of 3% at 50 with the employee paying the normal member contribution currently at 9%. The formula pertains to employees who were employed by the City of Lincoln prior to January 1, 2013.
 - a. Based on 5.3 and 5.7 the normal member contribution will be increased by 3%, and become 12%.
2. PEPR has a formula of 2.7% at 57; the normal member contribution will be at least one-half of the total normal cost currently at 11.5%. In FY 2016, the normal member contribution rate will be increased by 3%, and become 14.5%.

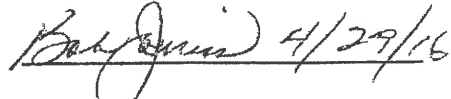
The Employer and Employee Representatives whose signatures appear below on behalf of their respective organizations hereby execute this Side Letter to the Memorandum of Understanding, October 1, 2014 through September 30, 2016.

For the City



City Manager Date

For the LPFA



LPFA Date